

Modern Slavery Statement  
2021



This Modern Slavery Statement (**Statement**) has been prepared by Technical Resources Pty Ltd (ACN 009 433 514) (**TR**) in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) (**Act**). The Statement sets out the actions that TR has taken to assess and address potential modern slavery risks in our operations and supply chains for the financial year ended 30 June 2020.

## **1. Our structure, operations and supply chains**

TR provides recruitment services in respect of the following industries:

- all disciplines of engineering including mechanical, civil, electrical, communication and signalling and structural;
- all levels and disciplines of design drafting including P&ID / CAD Operators, 3D Modellers, Designers and Checkers, CAD Support, BIM, CAD Management, Design Office Management and GIS;
- construction including white collar construction roles and work across various levels of construction including Greenfields and brownfields construction, maintenance and health, safety, environmental and quality (mostly managerial level roles);
- commercial including qualified contracts, procurement, planning, estimating and supply chain professionals; and
- emerging technology including artificial intelligence, automation/control systems, data analytics, machine learning, mathematics, mechatronics, robotics and software engineering.

TR directly employs 20 permanent employees and approximately 826 contractors with our clients.

## **2. What is modern slavery?**

Modern slavery can occur in many forms, including but not limited to:

- **Trafficking in persons:** the recruitment, harbouring and movement of a person for the purposes of exploitation through modern slavery.
- **Slavery:** where the offender exercises powers of ownership over the victim.
- **Servitude:** where the victim's personal freedom is significantly restricted, and they are not free to stop working or leave their place of work.
- **Forced labour:** where the victim is either not free to stop working or not free to leave their place of work.
- **Forced marriage:** where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.

- **Debt bondage:** where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.
- **Child labour:** involves situations where children are exploited through slavery or similar practices, including for sexual exploitation; or engaged in hazardous work which may harm their health or safety, or used to produce or traffic drugs.
- **Deceptive recruiting for labour or services:** where the victim is deceived about whether they will be exploited through a type of modern slavery.

### **3. Our policies**

Our zero-tolerance attitude towards modern slavery and human trafficking is codified in our company policies and procedures, which govern our conduct and that of our suppliers and/or clients.

In 2020, TR developed a Modern Slavery Policy dedicated to assessing, monitoring, and reducing the risk of modern slavery practices in its supply chain. This Policy enables us to respond to and address modern slavery risks in a proactive and timely manner.

### **4. Potential risks of Modern Slavery**

TR has undertaken a detailed evaluation of the nature and extent of its exposure to the risk of modern slavery practices occurring in its supply chains. The highest risk areas identified were:

- typing of candidates/contractors' resumes is outsourced to a third-party contractor located in India; and
- TR purchases large quantities of merchandise from Bladon Western Australia, which is understood to purchase the majority of its products from China.

Whilst TR considers the risk of modern slavery within its direct business operations to be low, it recognises that through its supply chain and other third-party relationships, it may be indirectly exposed to the risk of modern slavery and other unethical practices by way of:

- office consumables such as stationary, tea, coffee, sugar and other kitchen supplies;
- cleaning services employed by the building owner/s of buildings occupied by TR;
- corporate clothing; and
- print and promotional goods and services.

TR is committed to reducing its exposure to indirect risks of modern slavery, by undertaking its own due diligence process when sourcing the items referred to above.

## **StaffSure Accreditation**

TR is proudly a StaffSure accredited recruitment services organisation. We have StaffSure accreditation in the following fields:

- fit and proper persons running the business;
- correct work status and remuneration;
- financial assurance to operate the business;
- safe work;
- immigration compliance; and
- decent accommodation for workers.

As part of TR's ongoing commitment to mitigating risks of modern slavery and human trafficking practices, it undertakes annual audits to ensure its StaffSure accreditation continues on an ongoing basis.

## **5. Actions taken by TR to assess and address risks**

TR is devoted to continuously enhancing its risk management processes to identify, assess and mitigate potential areas, where it could be exposed to the risk of modern slavery practices.

The due diligence process adopted by TR in the procurement of its goods or services includes:

- adopting modern slavery standards into procurement decisions, including but not limited to, tender processes, purchase order terms and conditions and supply contracts;
- investigating suppliers' structures and operations of their supply chains; and/or
- requesting details of the actions taken by suppliers in managing and addressing modern slavery risks in their supply chains.

## **6. Assessing effectiveness of our actions**

TR's policies, procedures and practices are subject to external auditing by StaffSure, which assesses our operations against the highest of industry standards. TR ensures that it maintains its StaffSure accreditation on an annual basis.

Any concerns about TR's compliance with this Statement and its Modern Slavery Policy are to be directed to:

**Caitlin Iustini**  
**Operations Manager**  
**0402 989 865**

TR undertakes to investigate those complaints in a timely manner and make adjustments as may be necessary.